

## 2017-2018 Retirement Workgroup Matrix of Potential Plan Design Change Packages for New Hires

	Potential Change for New Hires	A*	B Pages 1-2	C Pages 3-4	D Pages 5-6	E Pages 7-8	F Pages 9-10	G Pages 11-12	H Pages 13-14
1a	MINIMUM RETIREMENT AGE: Increase Minimum Retirement Age in ERS from 55 to 60	<input checked="" type="checkbox"/>							
1b	MINIMUM RETIREMENT AGE: Increase Minimum Retirement Age in ERS from 55 to 57							<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
1c	MINIMUM RETIREMENT AGE: Establish a Minimum Retirement Age of 50 in URS/PORS	<input checked="" type="checkbox"/>							
1d	MINIMUM RETIREMENT AGE: Establish a Minimum Retirement Age of 47 in URS/PORS							<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2	RETIREMENT ELIGIBILITY: Increase from Rule of 85 to Rule of 90 in ERS	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>					
3a	SALARY AVERAGING: Increase Salary Averaging Period from 3 Years to 5 Years	<input checked="" type="checkbox"/>							
3b	SALARY AVERAGING: Increase Salary Averaging Period from 3 Years to 4 Years							<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4	ELIMINATE PRE-SOCIAL SECURITY SUPPLEMENT: Eliminate Pre-Social Security Supplement in ERS/URS	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>					
5	LIMIT PRE-SOCIAL SECURITY SUPPLEMENT: Limit Pre-Social Security Supplement to 5 Years for Employees' system and 7 Years for Uniformed system		<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
7	REDUCE MULTIPLIER: Reduce base multiplier (currently 2.0% in ERS, 2.5% in URS, and 2.8% in PORS) by 0.1%				<input checked="" type="checkbox"/>				
9	ELIMINATE 3% FORMULA INCREASE: Eliminate the provision that increases the calculated retirement annuity by 3%					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
10	INCREASE EMPLOYEE CONTRIBUTION: Increase the employee contribution rate by 1.0%								
	Employees' System Percent Change in Employer Normal Cost	(14.68%)	(7.92%)	(13.38%)	(14.81%)	(12.08%)	(10.39%)	(2.73%)	(9.35%)
	Uniformed System Percent Change in Employer Normal Cost	(17.80%)	(8.13%)	(11.79%)	(11.41%)	(12.22%)	(12.22%)	(3.10%)	(8.50%)
	Police Officers System Percent Change in Employer Normal Cost	(13.90%)	(8.18%)	(8.18%)	(12.29%)	(11.57%)	(11.57%)	(2.61%)	(6.17%)

\* The workgroup has indicated that it is not supportive of a limit on the application of the retiree COLA. As a result, Package A, which included such a limit as presented to the Board of Supervisors on October 3, 2017, has been eliminated from the list of options.